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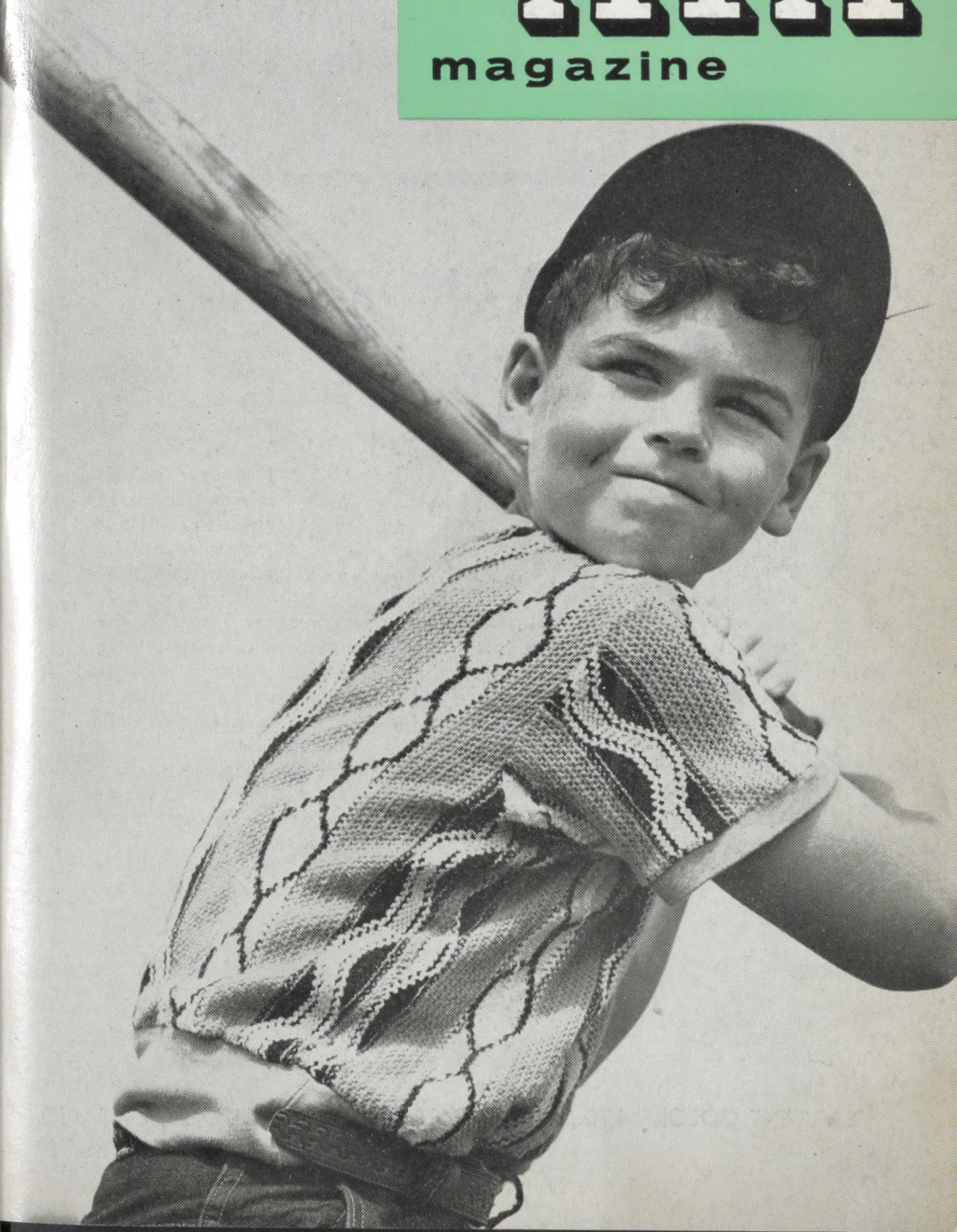
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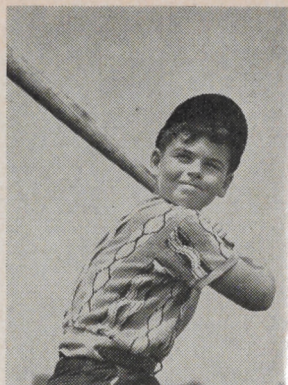
the **ATA**  
magazine





# THE MONTH'S COVER STORY

Spring means baseball. To us who are older, baseball is something to be watched. But not for our little cover friend. That next pitch is due for a ride.



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## THE ATA MAGAZINE

**F. J. C. SEYMOUR**  
Editor

**S. C. T. CLARKE**  
**J. D. McFETRIDGE**  
Associate Editors

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Notice of change of address, stating both old and new addresses, should reach the editor at least one month before publication date.





# the ATA magazine

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# Time to Think

This busy life we lead leaves little time for thought. For some of us just the business of grubbing for a living takes all of our time. Others, more fortunate, spend their leisure hours in the frenzied whirl of pleasure-seeking, and the somewhat pointless activity of belonging to this and attending that. Indeed there may be more truth than fiction in the observation that modern society is an age of joiners.

For the teacher, the insistent demand on time is a real danger because the practice of his profession demands that he be, above all, a straight thinker. And clear thinking takes time. Teachers must have time outside of classroom hours to think about what results flow from their teaching. They must take time to look coldly and objectively at what kind of teaching they are doing.

Courses of study tell us that one of the primary objectives of the educative process is to develop in our students the ability to think. That this is a laudable aim few will deny. But to be able to teach straight thinking requires the practice of clear thought. There can be little hope of developing the ability to think clearly when the teacher cannot think clearly himself.

With the teacher there is always the danger that he may lose himself in the emphasis of details rather than broad concepts. It is much more comfortable to reduce teaching to the accumulation of facts.

A good teacher raises questions in his teaching. He has answers for most but not necessarily for all. His students learn quickly that they are expected to think through problems rather than around them.

Periodic appraisal of not only what we teach but how we teach it should be a personal habit of every teacher. It takes time to do this; time that we don't



seem to have. Yet to be true to ourselves and our chosen profession we must set aside that time for thinking as a first call. Moreover we must learn to practice more assiduously the business of being objective and critical in our thinking about ourselves.

It might be an interesting experiment to take time out to think about what we do, how we do it, and why we do it. Maybe we would find that we are trying to do too many things and as a result do not have enough time to do what we have to do well. Surely we would find that there are hours spent pointlessly; that we let too many people and too many things take up our time.

A teacher is a scholar. He is a learner just as much as his student. He must know what he teaches, be meticulous in how he teaches, and be constant in testing how well or how poorly he has communicated with his classes. The classroom day for the average teacher just hasn't the time available for all of this. Worse, the hours outside the classroom are too often burdened with the mechanics of preparation, marking, and other routine paper work. It will be repugnant to many to contemplate additional hours spent in professional reading, in recharging intellectual batteries. But such is the price of that which teachers have chosen to do.

We observed earlier that the life we lead is a hectic one. If a single word characterizes the twentieth century, it must surely be "rush". Science and technology have combined to make possible more leisure hours for all, but modern society has conspired to use those hours in the mad pursuit of happiness and so we find that our days leave us more exhausted than ever.

Let's take time out to think. The greatest minds of all ages took time for contemplation. Of all ages, ours needs clear thinking. Teachers, of all groups in society, need time to think. And they should be ruthless in making time available for thought. They should above all else create in their students the urge to think. Clear, rational thinking was never more sorely needed than it is today.



For the second half of the twentieth century—

## W. D. McDOUGALL

SINCE Spencer's famous *Essay on Education*, (1859), there have been numerous recommendations made for the reform of various aspects of education. In 1893, there was the report of the Committee of Ten of the National Education Association; in 1898, there was the report of the Committee of Seven of the American Historical Association; in 1916, there was the report on the Cardinal Principles of Education by the Commission on the Reorganization of Secondary Education; and many others. Of these reports, some caused a flurry of excitement in educational circles; some provoked a storm and subsequent action.

In November of last year, the National Commission on the Social Studies, established in 1955, presented the second of its interim reports on the state of the social studies in American high schools to its parent body, the National Council for the Social Studies. This report as presented by Dr. Howard E. Wilson, dean of the School of Education, University of California, Los Angeles, isolated seven factors which are influencing the structure and development of modern society. These factors are, "an on-going scientific and technological revolution; a contracting world of complex international relations; a worldwide population growth of unprecedented proportions; the penetrating influence of public policy on all phases of life; changing economic structures and patterns; the emerging of the behavioral sciences and the advancing frontiers of all the social disciplines; and conflicts in values and ethics." If these factors are prominent among those in-

fluencing society in the second half of the twentieth century it is apparent that, "The shape of the world into which we are inexorably moving depends largely on the quality of education the coming generations obtain. Individual welfare and career satisfactions, economic prosperity, national defence and cultural vitality emphasize the need for more and improved education."

The Commission was aware that the issues upon which it was focussing attention were beyond its power to resolve. Nevertheless the Commission did pose this series of questions designed to define and clarify the issues more sharply.

Can we upgrade American education sufficiently to prepare a whole people adequately for the heavy responsibilities of the coming decades?

Can we, within a program of universal education, adequately identify and educate the particularly gifted?

Can we reorient an educational philosophy and function which have been concerned with welding diverse groups into an American unity sufficiently to provide for the degree of cultural pluralism, nationally and internationally, which now seems necessary?

Can we utilize technological developments in the field of communication, increased knowledge about persons and groups, and the discerned principles of institutional management to conduct our growing educational enterprise with such efficiency as to achieve the purposes of education within the financial resources of our society?

Can we, after considering the whole



# A Social Studies Program

program of education vertically and horizontally, identify, agree upon, and support priorities in curriculum and procedures for our schools and colleges?

Can we develop a more effective educational ladder extending from the kindergarten through the schools and varied institutions of higher education into the reaches of a burgeoning adult education?

Can we successfully interrelate the academic disciplines and the fields of professional education?

These and other related queries warrant thoughtful and sustained consideration by all concerned with education and its role in national and international life.

In one of its published reports, *A Guide to the Content in the Social Studies*, the Commission sets out a series of guiding themes to assist curriculum workers setting out to construct a curriculum in the social studies which is in accord with the principles stated by the Commission. Each of these themes is to be interpreted in terms consistent with the maturity level of the learners for whom the series of experiences is being designed. Here are the themes.

✓ Recognition and understanding of world interdependence

✓ Intelligent use of the forces of nature  
✓ Recognition of the dignity and worth of the individual

✓ The use of intelligence to improve human living

✓ The vitalization of our democracy through an intelligent use of our public educational facilities

✓ The intelligent acceptance, by individuals and groups, of responsibility for achieving democratic social action

✓ Increasing the effectiveness of the family as a basic social institution

✓ The effective development of moral and spiritual values

✓ The intelligent and responsible sharing of power in order to attain justice

✓ The intelligent utilization of scarce resources to attain the widest general well-being

✓ Achievement of adequate horizons of loyalty

✓ Cooperation in the interest of peace and welfare

✓ Achieving a balance between social stability and social change

✓ Widening and deepening the ability to live more richly.

The issues isolated by the Commission and the proposals made for dealing with them warrant prolonged and thoughtful consideration by all teachers of the social studies in Canada and the United States. The closing words of the report of the Commission invite teachers of the social studies "to now undertake an extensive and thoroughgoing re-examination of its content and teaching practices in the American (and Canadian) educational enterprise."

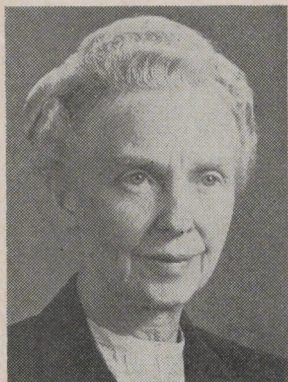
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Dr. McDougall, who reports here on the findings of the National Commission on the Social Studies, is chairman of the division of elementary education, Faculty of Education, University of Alberta.



## Honorary Life Memberships

For distinguished service to education in Alberta, it has pleased The Alberta Teachers' Association to confer honorary life membership on Dr. Olive M. Fisher and Harry Charles Sweet.

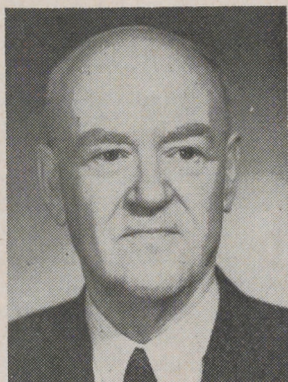


OLIVE M. FISHER

Dr. Fisher was born in Bailieboro, Ontario, and began her teaching career in that province after taking teacher training at the Faculty of Education, University of Toronto. She came to Alberta as instructor in primary methods at the Calgary Normal School under the principalship of Dr. E. W. Coffin.

Dr. Fisher obtained her bachelor's degree in education at the University of Chicago and her master's degree from Stanford University. The University of Alberta conferred on her in 1951 the honorary degree of LL.D.

Since her retirement, Dr. Fisher has travelled extensively at home and abroad, has been active in the affairs of the Canadian Federation of University Women, and has collaborated with Miss Clara Tyner on the book *Totem, Tipi, and Tumpline*. She is the author of several other books. Dr. Fisher will be long remembered by all those who attended



H. C. SWEET

Born in Chester, Pennsylvania in 1895, Mr. Sweet received his education in Manitoba, graduating in 1915 with the B.A. degree from the University of Manitoba. After attendance at the Calgary Normal School, he taught for a number of years in rural and town schools in southern Alberta and served in the Royal Air Force in World War I. He was president of The Alberta Teachers' Association in 1927-28.

Since 1928, Mr. Sweet has been employed by the Department of Education, as an inspector in the Foremost and Medicine Hat areas, as a high school inspector with headquarters at Calgary and later at Edmonton, and since 1953

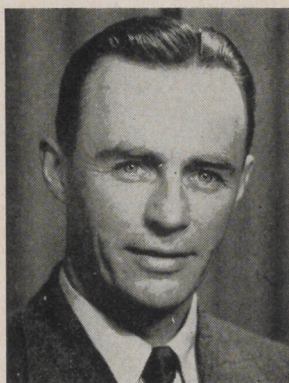
*(Continued on Page 15)*

her classes for her efficient presentation of primary methods, her kindness, appreciation, understanding, and professional outlook.



***Executive Council***  
***The Alberta Teachers' Association***  
***1959-60***

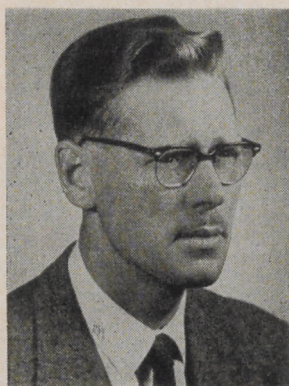
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President



INEZ K. CASTLETON  
Past President



A. D. G. YATES  
Vice-President



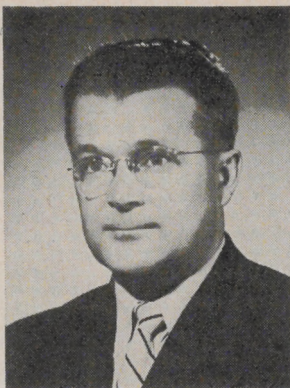
S. C. T. CLARKE  
General Secretary



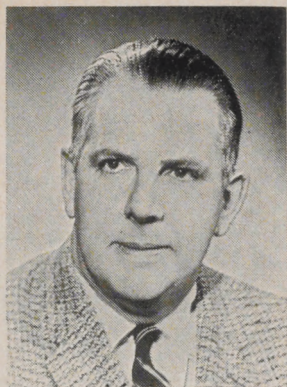
## District Representatives



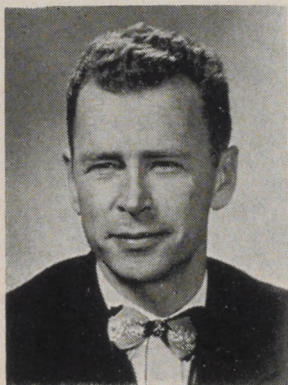
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Northwestern Alberta



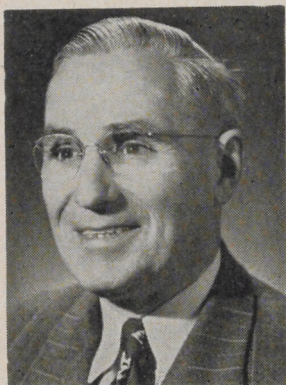
A. J. SHANDRO  
Northeastern Alberta



H. C. McCALL  
Edmonton District



FRANK LOEWEN  
Edmonton City



D. A. PRESCOTT  
Central Western Alberta



JEAN SAVILLE  
General Eastern Alberta

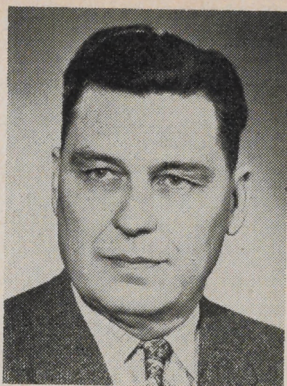


N. P. BRAGG  
Calgary District

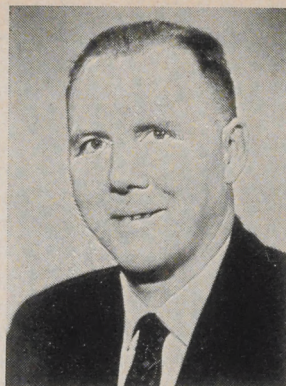


ELIZABETH W. DUFF  
Calgary City





J. A. McDONALD  
Southeastern Alberta

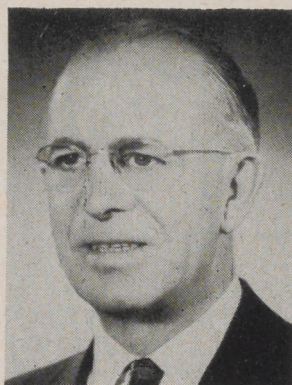


T. F. RIEGER  
Southwestern Alberta

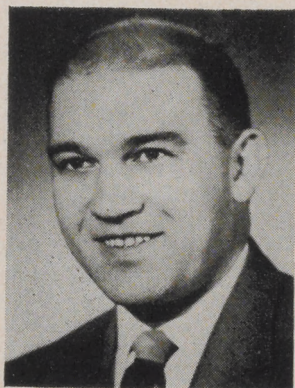
### Staff Officers



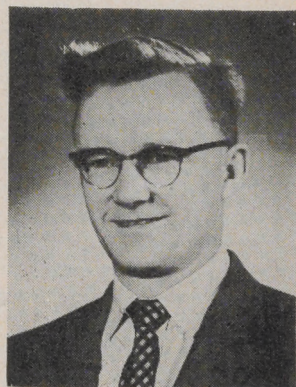
F. J. C. SEYMOUR  
Assistant General Secretary



W. ROY EYES  
Executive Assistant



E. J. INGRAM  
Executive Assistant



J. D. McFETRIDGE  
Executive Assistant



# *Annual Report of the President*

It has been an honour to serve as your president for a second term. May I express my appreciation to the locals and to the individuals for the numerous letters I received during the year. Your interest and cooperation has been appreciated. In particular, I have the warmest appreciation of the confidence and consideration given to me at all times by the members of the Executive Council and the staff officers. Their loyalty and cooperation made it possible for me to meet the grave responsibilities thrust upon me by events during my term of office.

I would also like to express my appreciation to the Calgary School Board. No board could have been more cooperative on the many occasions when Association business necessitated my absence from my classroom.

To date I have travelled 19,500 miles on Association business. I have been to the Pacific Coast twice and to Eastern Canada twice. The majority of the remainder of the mileage covered was in travelling back and forth between Calgary and Edmonton.

Three matters of importance during the year required considerable discussion and time of the Executive Council and staff officers. The first was the extensive and careful preparation of our submissions to the Alberta Royal Commission on Education. The second was the reorganization of our administrative structure at head office, and the third was the establishment of the ATA Investigating Committee.

I believe that our presentations to the Royal Commission were among the most significant of those considered during the lengthy hearings. With the completion of the administrative reorganization in our office, I am convinced that the business of the Association will be conducted efficiently and in the best in-

terests of the members. The establishment of the ATA Investigating Committee provides a procedure for investigating unjust treatment of our members.

The volume of business to be considered by the Executive Council seems to increase each year. The Executive meetings in June, September, December, and February were all three-day meetings instead of the usual two-day sessions. In addition, because of extraordinary business, a number of special meetings were necessary.

## **Royal Commission on Education**

Representatives of the Association appeared before the Royal Commission three days last April and an additional two days in September. The fifth day was devoted to the presentation of the supplementary brief on merit rating and tenure.

Our principal brief was indeed a cooperative effort with experts in many fields contributing material. Dr. S. C. T. Clarke edited the brief assisted by Dr. H. T. Coutts, H. J. M. Ross and J. D. McFetridge. I would be remiss indeed if I did not express our sincere appreciation for the unstinting assistance given us by the dean and staff members of the Faculty of Education. Dr. Coutts, Dr. Dunlop, Dr. Clarke, and Professor Card appeared before the Royal Commission as members of the ATA panel, and gave expert evidence in support of different sections of our submission. I would like also to acknowledge the assistance of other members of the Association who appeared before the Commission to give evidence and opinion concerning the different aspects of education.

No one will doubt that the report of the Cameron Commission will have a significant effect on the future of education in Alberta. We have been pleased indeed



to have been able to assist the Commission in its lengthy study.

## Office reorganization

Early last spring the Executive Council considered the matter of the reorganization of the office. The matter was considered carefully at subsequent meetings. The many problems which have developed during the period of integrated administration of the ATA and TRF offices were reviewed and it was decided, finally, that because of the growth of the business of the Association and because the Teachers' Retirement Fund is administered by a government-appointed Board of Administrators, it would be best to re-establish separate administrations.

The Executive Council is convinced that the nature and extent of services required of our office are such that the entire administrative organization must be free of all involvements and obligation to any other organization. Also there is the problem of present and future space requirements. The growth of our office has been such as to warrant the immediate occupation of the entire ground floor of Barnett House and the offer of adequate space to the Teachers' Retirement Fund on the second floor of the building.

Regarding Mr. Ansley's former position as general secretary-treasurer, I issued a press release on September 30, 1958, stating that after many hours of deliberation the Executive Council had resolved to terminate Mr. Ansley's contract. The reasons for this action were explained in detail to a meeting of the presidents of locals called especially for that purpose on October 4. A further press release of October 29 and a circular letter sent on November 3 to all the members of the Association concluded the matter. Although some controversy arose at the time, the issue was settled to the satisfaction of both parties.

## General secretary

In response to our advertisement for a general secretary last fall we received

a number of excellent applications. After personal interviews and careful consideration the Executive Council appointed Dr. S. C. T. Clarke as general secretary-treasurer of The Alberta Teachers' Association. We feel he is highly qualified to give guidance in the development and growth of our professional organization. Although he is no stranger to the Association he will require some time to become thoroughly familiar with all aspects of his new position.

The contracts of all staff officers have been revised so that each is responsible to the Executive Council through and under the direction of the general secretary-treasurer. Each staff officer has been allocated certain specific fields or duties but all are expected, through staff conferences, to be conversant with all major Association activities in order to be able to act in case of necessity.

The reorganization of our office has now been completed, and in my opinion the administrative structure will serve us well.

## Liaison with TRF

The Executive Council negotiated a satisfactory agreement with the Board of Administrators, Teachers' Retirement Fund for the purchase or sale of all jointly owned furniture and equipment and the present and future use of certain records as well as the move to the second floor.

The Executive Council felt it would be more advantageous to have a staff officer, other than the general secretary-treasurer, serve as secretary-treasurer of the Teachers' Retirement Fund. This would leave the general secretary-treasurer of The Alberta Teachers' Association free to appeal on the behalf of any member of the Association who was not satisfied with a ruling of the Teachers' Retirement Fund in regard to his pension. Formerly, in making an appeal to the general secretary-treasurer of The Alberta Teachers' Association, you were appealing to one who, as secretary-treasurer of the Teachers' Retirement



Fund, had already been involved in a judgment of your case. In an endeavor to avoid confusion and to improve co-operation, the Executive Council advised the Teachers' Retirement Fund Board that the services of W. Roy Eyres would be made available for the time necessary to serve as secretary-treasurer of the Board of Administrators, Teachers' Retirement Fund. At its meeting last December the Teachers' Retirement Fund Board appointed Mr. Eyres as secretary-treasurer.

## Pensions

I am certain we were all pleased to learn the government introduced legislation to increase the pension for teachers by raising the percentage rate to two percent. This will provide a maximum pension of 70 percent of average annual salary for the five consecutive years during which salary was the highest. With the government guarantee of the pension benefits this proposed increase will have the effect of increasing the government's contribution to teachers' pensions. It is to be noted that the two percent applies to all pensionable service in calculating a pension and comes into force with the passing of the amendment to *The Teachers' Retirement Fund Act*.

The government proposes to effect the change through an amendment to *The Teachers' Retirement Fund Act* by inserting a definition of the normal pension in the Act. Our maximum pension is now approximately equal to that paid under *The Public Service Pension Act*.

One other important amendment being proposed in *The Teachers' Retirement Fund Act* will deal with the definition of the word "teacher". This will broaden the present interpretation and will clarify the position of teachers employed by boards where part of the work they do is such as not to legally require a teaching certificate.

We also are endeavoring to extend the reciprocal agreement with the Public Service Pension Fund. It seems only fair that a person coming from any

branch of the civil service of Alberta and who holds a teaching certificate should be able to transfer his pension credits, and contributions on returning to teaching. It is also advisable that we negotiate a reciprocal agreement to permit transfer between the University of Alberta and the Teachers' Retirement Fund. Steps are being taken to investigate the possibility of providing some benefit for those who enter teaching after age fifty. In addition we are reviewing the position of teachers who have had extended gaps in teaching service as well as cases where teachers have withdrawn their contributions from the Teachers' Retirement Fund and have later returned to teaching.

In the past it was generally considered that the function of the members of the Teachers' Retirement Fund Board was administrative only. The Executive Council has held the view that teacher representatives on the Board should represent teachers and at all times be prepared to present the views of The Alberta Teachers' Association in the matter of pensions and policy. Following discussions with the Minister of Education and the teacher representatives on the Teachers' Retirement Fund Board, I am pleased to report that our nominees on the Board will be expected to present the views of the Association in pension matters.

## Alberta School Trustees' Association

We have had a number of joint committee meetings of the Alberta School Trustees' Association and The Alberta Teachers' Association. Here, with a little give and take on both sides, we are making progress at solving some of our problems. During the last year we co-operated with the ASTA in a joint study of school finance undertaken by the Department of Graduate Studies at the Faculty of Education. The Minister has indicated his willingness to act on a number of matters if the ASTA and the ATA will make joint recommendations for action.



## A look to the future

With a spirit of cooperation and teamwork, all things are possible. I believe that our team of an Executive Council, competent staff officers, active local associations, and an enthusiastic membership is capable of doing great things for education.

In the past, much of our fibre and sinew has been used in pressing for the economic welfare of our members. This is a just and honorable function of our organization and we have no intention whatever of relaxing our drive for living and working conditions which will attract and hold the very best people as Alberta teachers. But we feel at the same time an equal responsibility for advancing the quality of service our members render to society and we, therefore, propose to expand considerably our work in curriculum development, action research, professional development, public relations, and in securing some control over the certification of teachers. All of these together with the growth in membership and the increase in services, has required additional staff and space, and if the rate of expansion continues it may not be too long before we will require practically all of the space available at Barnett House.

The time has arrived when, for the welfare of the Association, we should give serious consideration to separating the joint office of general secretary-treasurer and appointing a general secretary and a treasurer. Each office in

itself is a major responsibility and one individual doesn't necessarily have the abilities or interest required for the combined office.

The increase in the number of committees and committee meetings presents a problem of scheduling. We have had to abandon already the idea that we can always schedule committee meetings on Saturdays. When we hold meetings on week days we are faced with the problem of arranging for time off from the classroom. For your executive officers this is a real problem and one to which we must devote more study than we have to date.

With this, my second presidential report to the membership, I am ending one of the most strenuous and yet one of the most satisfying experiences as a member of any professional organization. You will give me your understanding when I tell you that the task of being president of The Alberta Teachers' Association is a strange mixture of pleasant interludes and endless meetings. It is not and never will be a sinecure to act as your spokesman. It is difficult to ascertain the will and to express the thoughts of 10,000 teachers. But it is also one of the greatest satisfactions life can give to know that you have been president of an organization as vital, as dedicated, and as growing as is The Alberta Teachers' Association.

Respectfully submitted.

INEZ K. CASTLETON

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## Honorary Life Memberships

*(Continued from Page 8)*

as assistant chief superintendent of schools.

Mr. Sweet was one of the first planners of school division organization and assisted with the curriculum and examinations work of the Department of Education. He also has taught in summer

sessions of the Faculty of Education. His talents in teaching and many phases of educational work have been most favorably employed. The scores of students, teachers, and officials in education with whom he has come in contact will remember him as encouraging, helpful, and appreciative.



# Annual Report of the General Secretary

## 1. Membership

The number of teachers registered as members of the Association on March 1, 1949, March 1, 1958, and on March 1, 1959, is—

	1949	1958	1959
Life Members	153	364	395
Faculty of Education			
Edmonton	528	570	588
Calgary	200	244	280
Optional Members			
Faculty of Education	6	21	12
Correspondence			
School Branch	69	49	54
Others		1	4
Employed by			
School Boards	5,755	9,455	10,301
<b>Total</b>	<b>6,711</b>	<b>10,704</b>	<b>11,634</b>

## 2. Organization

The Alberta Teachers' Association has 68 local associations and approximately 150 sublocals. Several of the locals have study groups and education committees studying curriculum.

Local associations are represented by 242 councillors at the Annual General Meeting.

Ten districts elect representatives to the Executive Council for two-year terms with five elected each year. The president and vice-president of the Association are elected annually by the members at large.

Two by-elections have been required this year. The first was held last June in Central Eastern Alberta and the second is being held for the Edmonton City District in conjunction with the regular annual elections.

## 3. Publications

The circulation of *The ATA Magazine* has grown to about 13,000 copies. Ten issues are published from September to

June inclusive. The magazine goes to all teachers, MLA's, students in the Faculty of Education, to many school trustees and school administrators, and to Alberta MP's.

Because *The ATA Magazine* is the official organ of The Alberta Teachers' Association, its editorial content is mainly directed to the affairs of the Association. Much of the material published is required by by-law, policy, or tradition. Articles of general interest as well as special interest to teachers are solicited, but there is considerable difficulty in obtaining good articles from our own members.

Readership reaction to the magazine is always difficult to determine accurately. There has been marked interest during the current year in the new columns "Q&A" and "The ATA News Beat". Other regular features of the magazine rated high in interest by readers are the editorial, the secretary's diary, the official bulletin, and the cover pictures.

During the year, Mr. W. R. Eyres was relieved of his duties as assistant editor because of the pressure of other duties, and Dr. S. C. T. Clarke and Mr. J. D. McFetridge were appointed as associate editors.

Other publications produced by head office include: the *ATA Economic Handbook*, salary bulletins, newsletters, PE bulletins, the *ATA Policy Handbook*, and *The ATA Handbook*.

Special publications during the year included the Association's brief to the Alberta Royal Commission on Education and a supplementary brief to the Commission on merit rating and tenure. At the request of the Commission the Association conducted and published a survey of direct curricular and extracurricular costs to senior high school students in Alberta schools. The preparation and publication of these materials, particularly the brief to the Royal Commis-



sion on Education, required considerable time and effort of many of our members.

#### 4. Research

The Alberta Advisory Committee on Educational Research, organized in 1954, has continued to expand its research work with the Faculty of Education, the Department of Education, The Alberta Federation of Home and School Associations Incorporated, the Alberta School Trustees' Association, and The Alberta Teachers' Association as cooperating organizations.

*The Alberta Journal of Educational Research* is published quarterly at a subscription rate of \$3. Newsletters and monographs are published at intervals as material and finances permit.

The Alberta Teachers' Association maintains a trust fund for research into which is paid the amount of \$1,000 annually out of general revenue. The interest on this fund may be used for research. The Executive Council makes an annual grant of \$1,500 to the Alberta Advisory Committee on Educational Research part of this being allocated to the current account and the remainder to the capital account.

#### 5. Library

The circulation of library books decreased in 1958 as compared with 1957. During the year approximately 250 books were loaned from the A.T.A. Library. Postage is paid both ways on all books. A copy of the library catalogue and a listing of book packages are available to members upon request.

Plans are underway to revamp our library, bring it up to date, issue a new catalogue, and advertise new books purchased. It is hoped that these changes will increase circulation.

#### 6. Scholarships and loans

The Alberta Teachers' Association Scholarship and Loan Committee held meetings on May 20, 1958, September 19, 1958 and February 23, 1959.

The following scholarships were

awarded for 1958 on the basis of policy resolution 16.01:

- The Clarence Sansom Memorial Gold Medal in Education and The Clarence Sansom Scholarship in Education—Rachel Madeleine Brochu, Morinville.
- The John Walker Barnett Scholarship in Education—Donald Gary Fowler, Edmonton.
- The Milton Ezra LaZerte Scholarship in Education—William D. Knill, Warner.
- The William Aberhart Scholarship in Education—Beatrice G. Bothwell, Edmonton.
- The Harry Dean Ainlay Scholarship in Education—Denise Sigrid Helgason, Edmonton.
- The Mary Roberta Crawford Scholarship in Education—Michael James Orme, Calgary.
- The Samuel Henry Crowther Scholarship in Education—Catherine Annette Brown, Edmonton.
- The William Edward Frame Scholarship in Education—Ross Eugene Traub, Edmonton.

The remaining three scholarships were not awarded.

Under the Alberta Teachers' Association Professional Assistance Program nine loans have been granted for the 1958-59 university year to a total of \$5,000. In the previous three years a total of \$8,400 has been granted in 23 loans. A total of \$10,000 is available in the fund and in most cases repayment has been received on time so that money is available to other teachers desirous of furthering their professional education.

#### 7. Conventions

Sixteen conventions were held during 1958-59.

The Association guest speakers were: Dr. Lester B. Ball, superintendent of schools, Millburn, New Jersey; Dr. E. W. Buxton, associate professor of education, Faculty of Education, University of Alberta, Edmonton; Dr. H. T. Coutts, dean, Faculty of Education, University of Alberta, Edmonton; Dr. Hollis A.



Moore, executive secretary, Committee for the Advancement of School Administration, American Association of School Administrators, Washington, D.C.; Dr. Ralph W. Tyler, director, Centre for Advanced Studies in the Behavioral Sciences, Stanford University, Palo Alto, California; and Dr. L. E. Vredevoe, professor of education, University of California, Los Angeles.

The Department of Education was represented by the following: Hon. A. O. Aalborg, A. A. Aldridge, Dr. T. C. Byrne, D. R. Cameron, Dr. J. W. Chalmers, S. A. Earl, M. O. Edwardh, A. B. Evenson, R. A. Morton, V. R. Nyberg, Dr. W. H. Swift, and M. L. Watts.

The Faculty of Education was represented by the following: Dr. J. H. M. Andrews, Dr. H. S. Baker, Dr. E. W. Buxton, Dr. S. C. T. Clarke, Dr. T. G. Finn, A. Forbes, Dr. J. W. Gilles, C. Hampson, H. C. Melsness, S. Norris, W. Pilkington, A. A. Smith, Dr. H. T. Sparby, and A. Storey.

The Alberta Teachers' Association was represented by one or more members of the Executive Council at each convention.

## 8. General meetings

The forty-first Annual General Meeting was held in the Palliser Hotel, Calgary, April 7, 8 and 9, 1958.

## 9. Banff ATA Conference and Salary Seminar

The tenth Association conference was held in the Banff School of Fine Arts, Banff during the week of August 17-23, 1958. Fifty delegates representing 44 locals attended the general course and 14 registered in The Alberta Teachers' Association Publication course. In addition six Executive Council members and nine guests attended the general course.

The consultants were: ATA Policy and Administration, Mrs. Inez K. Castleton, president, The Alberta Teachers' Association, Calgary; Curriculum Development, Dr. D. T. Oviatt, dean of instruction, San Fernando Valley Campus, Los Angeles State College, Northridge, Cali-

fornia; Group Dynamics, Leonard Savitch, Seattle Public Schools, Seattle, Washington; Educational Publicity and Public Relations, E. J. Ingram, executive assistant, The Alberta Teachers' Association, Edmonton; ATA Publications, Lister Sinclair, author and playwright, Toronto, Ontario.

The following representatives from other organizations were in attendance: G. Davison, Alberta School Secretaries Association; S. A. Earl, Department of Education; Dr. J. W. Gilles, Faculty of Education; Mrs. D. Holroyd, The Alberta Federation of Home and School Associations Incorporated; J. R. Homer, Saskatchewan Teachers' Federation; O. Massing, Alberta School Inspectors' Association; E. Parr, Alberta School Trustees' Association; J. E. Sigurjonsson, Manitoba Teachers' Society.

A panel discussion on the ATA Investigating Committee, an address by Lister Sinclair, the Wednesday afternoon excursion, and the square dance rounded out the week.

The Alberta Teachers' Association Economic Seminar was held concurrently with the Banff Conference. For the third year eleven Alberta teachers were given an intensive course in collective bargaining procedures under the direction of F. J. C. Seymour, assistant general secretary of The Alberta Teachers' Association. These teachers are acting as consultants to local economic committees.

The consultants were: Dr. Eric G. Taylor, Toronto; K. A. Pugh, chairman, Board of Industrial Relations, Edmonton; and H. J. M. Ross, past president, The Alberta Teachers' Association, Edmonton.

In addition, representatives attended from each of the four western provincial teachers' organizations and the Canadian Teachers' Federation.

## 10. Executive and committee meetings

Executive Council meetings were held on: February 7 and 8, March 13 and 14, April 5, 18 and 19, June 12, 13 and 14, August 21, September 26, 27 and 28,



October 3 and 25, December 11, 12 and 13; a total of 19 days in 1958. Two meetings were held in 1959 prior to Easter, January 17 and February 11, 12 and 13, for a total of four more days.

The Alberta Advisory Committee on Educational Research met June 2, 1958 and November 14, 1958.

The ATA Curriculum Committee met on May 12, 1958, November 24, 1958 and January 19, 1959.

The Resolutions Committee met on January 16, 1959 and January 29, 1959.

The Coordinating Committee met on December 10, 1958.

The Finance Committee held meetings on February 6, June 12, September 26, October 24, and December 11, 1958 and January 16, 1959.

The Pensions Committee met on February 7, 1959.

The Pensions Grievance Committee met on November 8, 1958, and February 7, 1959.

The Scholarship and Loan Committee met on May 20, 1958, September 19, 1958 and February 23, 1959.

The Faculty Committee on Educational Research met on February 14, 1958, June 2, 1958 and November 10, 1958.

The Policy Committee of the Principals' Leadership Course met on October 16, 1958, November 16, 1958 and January 23, 1959.

The Library Committee met on February 9, 1959.

The Board of Teacher Education and Certification met on February 12, 1958, June 16, 1958 and November 20, 1958.

The Investigating Committee met on July 4 and July 5, 1958.

The Membership Committee met on January 24 and February 4, 1959.

The Alberta School Trustees' Association and The Alberta Teachers' Association Joint Committee met on January 29, 1958, July 25, 1958 and February 23, 1959.

The Alberta Advisory Committee for the Canadian Conference on Education met on January 20, September 15, and November 8, 1958 and January 30, 1959.

The Faculty of Education Council met

on March 4, 1958, October 7, 1958 and March 2, 1959.

## 11. Resolutions

Reports on the disposition of resolutions of the 1958 Annual General Meetings have been made in *The ATA Magazine*.

Resolutions were presented to the Minister of Education and the senior officials of the Department of Education on January 8, 1959, and to the Executive Council of the Government of the Province of Alberta on the same day.

Resolutions also have been forwarded to the following for consideration: the Board of Teacher Education and Certification, the Coordinating Committee, the University of Alberta, and the Faculty of Education.

*The Alberta Teachers' Association Policy Handbook*, 1958 has been printed and distributed to all locals. It contains all policy resolutions in effect. Further amendments are being proposed for consideration at this Annual General Meeting.

## 12. Electoral Ballots

Five electoral ballots were submitted to locals in 1958. These will all be considered at this Annual General Meeting.

## 13. Discipline cases

Two meetings of the Discipline Committee have been held during 1958. Four cases were investigated and three are pending.

## 14. Canadian Conference on Education

The Alberta Teachers' Association's delegates to the Canadian Conference on Education, held in Ottawa during February 1958, have attended several meetings of local associations, home and school associations, and various other groups to speak on the outcomes of the conference.

A continuing national committee for the Canadian Conference on Education has been established to press for the implementation of the resolutions passed at the conference, work on a program



of educational needs, and prepare for another conference in 1961 or 1962.

Provincial committees are also being established. The Alberta Committee for the Canadian Conference on Education was organized in November, 1958 by representatives from over 30 interested organizations. Its purpose is similar to that of the national committee. E. J. Ingram of our office is secretary of the new organization, and we are providing secretarial services until the organization is able to support itself.

### 15. Alberta Royal Commission on Education

During the past year the Alberta Royal Commission on Education under the chairmanship of Senator Donald Cameron completed an extended schedule of hearings at a number of centres throughout the province. The Commission received a total of 100 submissions from interested organizations, groups, and individuals. Since the completion of the hearings, the Commission has been engaged in a study of the material and information in order to prepare its report. No definite date for release of the Commission's report has been set.

The Alberta Teachers' Association presented what was probably the most comprehensive of all submissions made to the Commission. The brief was the product of the best thinking of many members of the Association. An editing committee of Dr. S. C. T. Clarke, Dr. H. T. Coutts, J. D. McFetridge, and H. J. M. Ross supervised the collation and final draft of the various sections of the brief.

Our brief was presented to the Commission by a panel of representatives including the president, Mrs. Inez K. Castleton, and Dr. H. T. Coutts, Dr. G. M. Dunlop, B. Y. Card, H. J. M. Ross, R. F. Staples, J. D. McFetridge, F. J. C. Seymour, and Eric C. Ansley.

The Association was represented at practically all subsequent hearings in Edmonton and other centres by members of the Executive Council, staff officers, and other designated members.

During the spring hearings, the Com-

mission requested that the Association study the matter of merit rating and make a submission on this subject to the Commission during its fall hearings. As a result, the Executive Council sent Mr. Seymour and Mr. McFetridge to a merit rating workshop held at Syracuse University in July. Subsequently, a supplementary brief on merit rating was prepared and presented to the Commission by Association representatives at the September hearings held in Edmonton.

During this hearing the Association also completed presentation of its main brief and was asked to make a special report on the matter of curricular and extracurricular costs to students in senior high schools of the province. The study was completed and handed to the Commission later in the fall.

It is appropriate to record our appreciation of the attention given to our submissions by the Commission. Because of the nature and extent of our briefs, we were given five days of hearings. The Association owes a special debt of gratitude to members of the staff of the Faculty of Education for their assistance in preparing and presenting our principal brief.

### 16. Legislation

At the date of writing this section of the report it is apparent that very little, if any, legislation amending *The School Act* will be introduced in the 1958 Session of the Legislature. Some amendments were presented at a meeting of the Coordinating Committee but most, if not all of them, concerned school boards only and did not affect teachers.

### 17. ATA Investigating Committee

For some time the Executive Council has realized that some teachers have been unjustly treated by school boards with respect to termination of designation of principals, termination of employment, and the manner in which they have been transferred from one position to another.

While the number of cases may not be too great, it became necessary for the



Executive Council to take some definite action, because it is realized that many cases have not been brought to our attention in time to take any action and then again many are never reported. Consequently, the Executive Council set up this committee to investigate complaints made by teachers who have been dealt with unjustly or unfairly in the practice of their profession.

If a preliminary investigation indicates that action should be taken, then a committee of three selected from a panel previously set up is appointed to conduct an investigation. The duties of this committee then become:

- to conduct a thorough investigation of the complaint in a fair and impartial manner,
- to conduct the investigation in all such places as may appear to be convenient to the Committee,
- to prepare a report of the investigation, which report shall contain: a copy of the appointment; names and addresses of persons appearing before or examined by the committee; transcripts or notes of the meetings held; its findings and recommendations, if any.

The committee shall not disclose to any person any of the matters, evidence or proceedings arising out of its hearings, save only by its confidential report and findings to the Executive Council.

While this committee has no legal status it does request that all parties to the dispute appear and present evidence. Following its investigation the committee makes a report to the Executive Council and suggests action that could and should be taken.

The ATA Investigating Committee held two sessions in July, 1958, and dealt with four cases. Unfortunately, all teachers concerned were serving their first or probationary year with their respective school board.

## 18. Pensions

Two amendments to *The Teachers' Retirement Fund Act* are proposed this year. The first increases the rate of

calculating teachers' pensions from  $1\frac{1}{2}$  and  $1\frac{2}{3}$  percent to 2 percent. The second is to redefine the word "teacher" in order to include persons employed by school boards in some positions where a teaching certificate is considered essential but not legally required.

The Executive Council is also attempting to:

- negotiate an improved reciprocal agreement with the Public Service Pension Board,
- negotiate some type of reciprocal agreement with the University of Alberta,
- secure some type of pension for teachers entering the profession in Alberta after age 50,
- implement resolution S25 which requests an amendment to By-law No. 1 of 1948 to provide that no teacher who has pensionable service prior to 1939 shall be denied a pension under the terms of section 7 of the By-law,
- negotiate a reciprocal agreement with other provinces.

It is hoped that the actuarial survey of the Teachers' Retirement Fund as at August 31, 1958 will be ready for submission to this Annual General Meeting. Several questions on pensions arising out of resolutions from the 1958 Annual General Meeting have been submitted to the actuary and his reply should be available at this Annual General Meeting.

There has been one meeting of the ATA Pension Committee to consider and make recommendations about resolutions submitted to this Annual General Meeting.

## 19. Salaries and collective bargaining

Salaries of teachers in Alberta have continued to increase. It is difficult to estimate the real increase because the composition of the teaching force is changing. A reasonably reliable index of the increase in teachers' salaries would be to compare the actual average salary for all teachers for the current and



previous school years, but such statistics are not available at this time.

A typical division or county salary scale for the 1958-59 school year ranges from \$2,600 at minimum to \$4,000 at maximum for a teacher with one year of university education; from \$4,000 minimum to \$6,200 maximum for a teacher with four years of university education; and from \$4,500 at minimum to a maximum of \$6,900 for a teacher with six years' university education. Progression from minimum to maximum salary takes from eight to twelve years.

Urban scales in the province show generally lower minima, larger experience increments, and better maxima. In general, urban scales are considerably better than the provincial pattern at undergraduate levels but substantially less attractive at the graduate levels. Alberta cities generally give only limited recognition for previous teaching experience and in most cases do not provide full credit for service within the city district. This lack of placement makes most city scales much poorer than they appear to be. Average salaries in cities are higher than for divisions and counties because city teachers have more experience and a larger percentage are university graduates.

Few salary scales in Alberta provide adequate allowances for administration and supervision. This year, a rural division adopted an administration schedule which in actual application surpassed all urban scales. Generally, however, most rural administration scales have a maximum of about \$1,200. It is a matter of deep concern that the enormous increase in the nature and extent of administrative and supervisory responsibility has not been accompanied by a corresponding increase in applicable allowances.

Fifty of 52 agreements studied provide cumulative sick leave plans. Of these, 26 provide accumulation of all of the unused portion of statutory sick leave. Only nine agreements permit accumulation of 200 days or more. Thirteen of the 52 agreements contain provision for sabbatical leave.

During the past year, the Association has been directly involved in a total of 32 disputes. Of this number, 14 have been settled at bargaining agent level and 10 at conciliation. Eight disputes remain unsettled: five are before conciliation boards, two are at bargaining agent level, and one is at conciliation. These disputes, together with the communications and information services provided by the Association, have created extraordinary demands on the time of staff officers and there is no indication that the demands will decrease.

A relatively new development in collective bargaining is the two-year agreement. Study of such agreements indicates that the second stage is usually rather low by comparison with one-year agreements. One possible explanation is that teachers and school boards have been conservative in their forecasts of future trends in teachers' salaries.

Head office is continuing and expanding its program of developing competent leadership at local level in matters of contract negotiations and contract observance. During the past year, series of area briefing schools and regional conferences have been held to broaden competency of local units. In August, the third economic seminar was held in Banff completing the training of the first group of economic consultants.

Continuous, detailed contracts on the living and working conditions of teachers is maintained by the Association with other Canadian teacher organizations and, in particular, with the other western provincial teacher groups. It is interesting to note that the *ATA Economic Handbook*, our economic seminar, and our general organizational pattern in collective bargaining have gained substantial recognition throughout Canada and in many areas of the United States.

## 20. Supply of teachers

Alberta has 10,301 teachers in its schools this year. In addition there are 73 Emergency Teacher Training Act students and 29 correspondence supervisors in charge of school rooms. Last year,



1957-58, we reported 9,455 teachers, 133 Emergency Teacher Training Act students and 27 correspondence supervisors. This shows an increase of 846 teachers and 2 correspondence supervisors and a decrease of 60 Emergency Teacher Training Act students.

## 21. Teacher education and certification

The Executive Council was unsuccessful in its attempt to persuade the Minister of Education to set up a committee consisting of representatives from the Department of Education, Faculty of Education, and The Alberta Teachers' Association to act in an advisory capacity or perhaps as a board for the approval of the issuance of permanent teaching certificates. The Association is of the opinion that this is a matter to be considered only by representatives of the teaching profession and should not include lay groups.

Certain changes are being made in the requirements for entrance into the Faculty of Education. Beginning September, 1959 entrance requirements for the Junior E program will be increased by requiring four Grade XII examination subjects, including English 30 and Social Studies 30, all having 50 percent or better standing with an average of 60 percent. The Minister of Education has also indicated that he will consider a further upward revision for 1960 and 1961, so that by that time the entrance requirements for the Junior E program will be the equivalent of those for any other university program.

This is an indication that some of the Association objectives are being considered, and it is also hoped that it will not be too long until at least two years' professional education is required for any form of teacher certification, and that four years will be the requirement for permanent certification.

## 22. Curriculum committee

The role of The Alberta Teachers' Association in curriculum making is not yet clearly defined. A great deal of action research is being conducted by

local associations, and many individual teachers are working on subcommittees of the Department of Education. In addition to this the Association itself is represented on the General, Elementary, Junior High, and High School Curriculum Committees of the Department of Education.

The ATA Curriculum Committee consists of the Association representatives on the various departmental committees. The work of this committee consists of investigation of all resolutions submitted to it by each Annual General Meeting, and it must report on these to the following Annual General Meeting. It also reviews current curriculum resolutions prior to their presentation to an Annual General Meeting.

The report of the Curriculum Committee is printed in the AGM Handbook.

## 23. Coordinating committee

The Coordinating Committee is composed of representatives of the Department of Education, the Alberta School Trustees' Association, and The Alberta Teachers' Association. One meeting was held on December 10, 1958. The Association was represented by Mrs. Inez K. Castleton, H. J. M. Ross, F. J. C. Seymour, and W. R. Eyres.

The committee considered a number of proposed amendments to *The School Act*. All of these were of minor importance and the meeting approved the proposals.

The Alberta School Trustees' Association and The Alberta Teachers' Association raised topics for discussion. Some of these were:

- Both organizations agreed that the honorarium for city school trustees should be equal to that earned by aldermen.
- Both agreed that the matter of the legal responsibility of boards for payment of salary to teachers during periods of suspension and the entire problem of dismissal of teachers during the school year, ought to be studied carefully this year.
- The Alberta School Trustees' Associ-



ation, following the instructions of its 1958 annual convention, proposed that the school term be extended to make sure that there would be 200 days for actual teaching. The Alberta Teachers' Association representatives were of the opinion that this matter ought to be studied before any action is taken, and the Department of Education representative agreed to undertake the study.

- The Alberta Teachers' Association requested that all school boards have the right to contribute to group insurance plans for teachers. It was noted that at present only city school boards are permitted by *The School Act* to participate in such plans. The Alberta School Trustees' Association had originally approved of this request, but indicated that the attitude of member school boards was not known certainly.
- Both organizations made strong recommendations that the salaries of Department of Education superintendents be increased substantially.
- The Alberta Teachers' Association requested that section 363 of *The School Act* be revised to remove all doubt that a teacher under regular contract is entitled to 20 days of sick leave for each school year. It was agreed that the Association would prepare a statement of the problem and suggested revisions in the legislation.

## 24. Public relations

The Executive Council has expanded its public relations program at the provincial level and is offering increased services to local associations and school staffs.

Each year, The Alberta Teachers' Association sponsors the official opening of Education Week. This year the ceremonies were held in Grande Prairie. The Association also sponsors an annual dinner for teacher and ex-teacher MLA's.

The Association has published a vocations information folder, which is made available to all high school students in Alberta, and a leaflet, *A Career in*

*Teaching*, which is supplied to all students interested in the teaching profession.

The Department of Education and The Alberta Teachers' Association have conducted a survey to determine the number of teachers in Alberta with matriculation deficiencies. The survey revealed that approximately 14 percent of our teaching force do not hold senior matriculation. As a result of this survey, a special summer school will be held during 1959 for teachers with matriculation deficiencies.

Other provincial public relations projects are under investigation.

A program for organizing and conducting public relations programs at local, sublocal, and school staff level has been developed and is being tested by means of a pilot project, which is now underway. The results of this project will probably be published in 1960.

The public relations bulletin, published quarterly, contains information and suggestions for organizing and conducting public relations and education programs at the local level. This bulletin is supplied to principals of multi-room schools, secretaries of local associations, public relations chairmen of local associations, superintendents of schools, and various Department of Education and Faculty of Education officials.

Public relations material is available on loan from the ATA Library and occasionally, material is distributed to local associations.

Our public relations field services have expanded greatly over the past year. Approximately 30 requests for public relations field services have been received, and assistance has also been given through correspondence. As a result, several local associations and school staffs are presently organizing or conducting public relations programs.

The Banff Conference has also aided in developing public relations leadership for local associations.

Further means of providing services for local associations is being investigated.



It is expected that our public relations activities will continue to expand, especially after the report of the Alberta Royal Commission on Education has been published, and The Alberta Teachers' Association's pilot project has been completed.

## 25. Other conventions

Representatives of The Alberta Teachers' Association attended the following:

- Western Conference, Vancouver, November 25-27, 1958, Mrs. Inez K. Castleton and F. J. C. Seymour.
- The Alberta Federation of Home and School Associations Incorporated, Edmonton, May 7-9, 1958, Mrs. Inez K. Castleton.
- Western Conference of Teacher Educators, Banff, May 22-24, 1958, Mrs. Inez K. Castleton and E. C. Ansley.
- Canadian Teachers' Federation, Niagara Falls, August 10-15, 1958, Mrs. Inez K. Castleton, R. F. Staples, A. D. G. Yates, E. C. Ansley and W. R. Eyres.
- Salary Conference of Western Provinces, Saskatoon, November 8, 1958, F. J. C. Seymour.
- The Alberta Association of Registered Nurses Convention, Banff, May 21-23, 1958, Mrs. Inez K. Castleton.
- The Alberta School Trustees' Association Convention, Edmonton, November 5-7, 1958, Mrs. Inez K. Castleton and F. J. C. Seymour.
- The Alberta Federation of Labour Convention, Lethbridge, October 29 and 30, 1958, A. D. G. Yates.
- The British Columbia Teachers' Federation Workshop and Salary Seminar, Nelson, August 24-30, 1958, A. J. Shandro and J. D. McFetridge.
- Canadian Education Association, Victoria, September 15-18, 1958, Mrs. Inez K. Castleton and E. C. Ansley.
- Leadership Course for School Principals, Edmonton, July 7-18, D. A. Prescott.

## 26. Inservice education

The third Leadership Course for School Principals was held in Concordia

College, Edmonton, July 7-18, 1958, under the direction of Dr. J. H. M. Andrews. Sixty-eight principals attended the course including representatives from the teacher associations in Manitoba and Saskatchewan. The Executive Council was represented by D. A. Prescott.

The expenses of the principals attending the course were paid by the school boards. In addition The Alberta Teachers' Association accepted some of the expenses in connection with supplying Mr. John Amend of Seattle, as a consultant in Group Dynamics.

The fourth Leadership Course for School Principals will be held in Concordia College, Edmonton, July 4-17, 1959.

The Department of Education has initiated a Provincial Inservice Education Committee consisting of representatives from the Department of Education, the Faculty of Education, the Faculty of Arts and Science, The Alberta Teachers' Association, The Alberta School Trustees' Association, the Alberta School Inspectors' Association, the Edmonton Public School Board, and the Calgary Public School Board. The purpose of the committee is to encourage inservice education activities by the organizations represented on the committee, and to attempt to coordinate these activities.

The Association encourages locals, sublocals, and school staffs to establish inservice education programs. Assistance can be obtained by contacting head office. The public relations bulletin is partially devoted to this purpose and field services will be provided upon request.

The ATA Banff Conference, mentioned elsewhere in this report, is also designed to encourage inservice education programs at the local level.

## 27. Office reorganization

Following the 1958 Annual General Meeting the Executive Council considered the reorganization of the office. After lengthy investigation the joint administration of The Alberta Teachers' Association and Teachers' Retirement



Fund was discontinued. The Board of Administrators, Teachers' Retirement Fund moved its office to the second floor of Barnett House leaving the main floor for The Alberta Teachers' Association.

Beginning January 1, The Alberta Teachers' Association office has been closed on Saturdays. Any teachers wishing appointments for Saturday may do

so by contacting head office either by letter or telephone.

## 28. Personal

The names of the teachers who have been granted life membership and of the members who have died during the last year are listed in the AGM Handbook.

Respectfully submitted,

S. C. T. CLARKE

## ***Notice Regarding Definition of "Teacher" for Teachers and School Board Secretaries***

Section 2(d) of *The Teachers' Retirement Fund Act* has been amended to read as follows:

"teacher" means any person who holds a valid certificate of qualification issued under the regulations of the Minister of Education and who is employed

(i) by the board of trustees of a school district or division, constituted under *The School Act*, in the capacity of

(a) a teacher, or

(b) a librarian devoting his full time to the work of a school,

or by the Lloydminster Public School District in the capacity of a teacher;

(ii) as a superintendent, supervisor, principal or other such official of a school district or a school division formed and constituted under *The School Act*, and includes a person employed by the board of trustees of a school district or division constituted under *The School Act* and engaged in a non-teaching capacity, if the holding of a valid certificate of qualification issued under the regulations of the Minister of Education is required by the board of trustees as a condition of the employment and the requirement is approved by the Board of Administrators.

The Board of Administrators suggests that any teacher considering a position other than as a teacher, librarian, superintendent, supervisor, or principal contact the Board regarding his position under *The Teachers' Retirement Fund Act* before he accepts it.

It is suggested also, that school boards considering the establishment of positions other than those listed above, contact the Board regarding the status under this Fund of any teacher appointed to the position.

**Board of Administrators  
Teachers' Retirement Fund**





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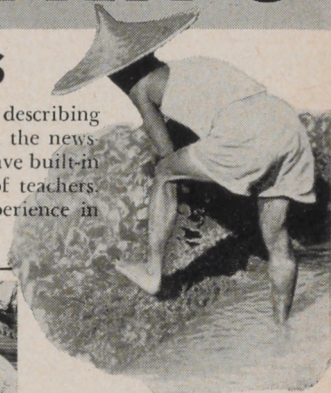
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# ***Resolutions Adopted by the Annual General Meeting, 1959***

- C 3/59 Whereas; it is the present policy of The Alberta Teachers' Association that a minimum of two years' professional education for interim certification be required, and  
Whereas; some superintendents have encouraged prospective teachers to take the one-year program of teacher education,  
**BE IT RESOLVED**, that The Alberta Teachers' Association ask the chief superintendent of schools to advise his staff to encourage prospective teachers to enrol in the bachelor of education program.
- C 4/59 **BE IT RESOLVED**, that the Executive Council be asked to take steps to see that certificated teachers employed by school boards as kindergarten teachers be brought under *The Teaching Profession Act* and *The Teachers' Retirement Fund Act*.
- C 5/59 Whereas; many school divisions are now supplying high school texts on a rental plan, and  
Whereas; the provincial government allows 40 percent discount on most texts for most high school courses under its textbook rental plan, and  
Whereas; the texts for psychology and sociology are not so discounted,  
**BE IT RESOLVED**, that all texts for high school courses be subject to 40 percent discount under the rental plan.
- C 6/59 **BE IT RESOLVED**, that The Alberta Teachers' Association press for satisfactory remuneration for teachers marking departmental examination papers.
- C 7/59 Whereas; it is considered that serious research has demonstrated that it is impossible to devise a satisfactory system of merit rating for pay for teachers, and  
Whereas; any attempt to put a system of merit rating for pay into operation in this province cannot help but hinder professional relationships between teachers and students, teachers and teachers, teachers and administration, and teachers and the public at large,  
**BE IT RESOLVED**, that The Alberta Teachers' Association go on record as opposing the implementation anywhere in the Province of Alberta of a system of merit rating for pay for teachers.
- C 8/59 Whereas; the successful operation of school libraries requires the services of trained teacher-librarians, and  
Whereas; teacher-librarians are discriminated against in some salary agreements,  
**BE IT RESOLVED**, that teacher-librarians who are employed to work in the school system should receive a salary equal in every respect to that of other teachers who have equivalent teacher education and experience.
- C13/59 Whereas; much of today's educational information, such as educational briefs, reports of educational conferences, and the like, is not readily available to teachers,  
**BE IT RESOLVED**, that The Alberta Teachers' Association make copies of such documents available at cost or through the ATA Library, or both, and further  
**BE IT RESOLVED**, that teachers



be informed, through *The ATA Magazine*, of the availability of these publications.

C14/59 Whereas; a few members of The Alberta Teachers' Association have had their service terminated through permanent disability several years before normal retirement age, and

Whereas; the disability pension in such cases has proven most inadequate to meet a minimum subsistence standard, and

Whereas; the number of disabled teachers is a small percentage of our total body,

**BE IT RESOLVED**, that The Alberta Teachers' Association take immediate action to investigate the possibility of remedying this condition by means of a salary indemnity plan or other contribution measures.

C16/59 Whereas; the financial statement for The Alberta Teachers' Association has become increasingly complex and difficult to assess by the teaching body, and  
Whereas; the expenditure for many items has increased greatly, and

Whereas; the Finance Committee comprises elected members who are responsible for the authorization of such expenditures,

**BE IT RESOLVED**, that the general secretary-treasurer be required to make available a quarterly breakdown of current expenditures to enable the Finance Committee to effect economies where possible, and further

**BE IT RESOLVED**, that copies of such comparative breakdowns be available, on request, to any local association.

C18/59 **BE IT RESOLVED**, that The Alberta Teachers' Association consider the possibility of securing the services of Canadian educators to speak at Alberta teachers' conventions.

C19/59 **BE IT RESOLVED**, that The Alberta Teachers' Association consider the possibility of increasing the time given to curriculum making and group dynamics at the ATA Banff Conference.

C20/59 **BE IT RESOLVED**, that The Alberta Teachers' Association consider the feasibility of reorganizing the present course in publications at its ATA Banff Conference so as to include public relations techniques as well as principles, and that the name of the course be changed from "Alberta Teachers' Association Publications" to "Public Relations".

C25/59 Whereas; in the total education of the child, both the school and other agencies of society have legitimate roles, and

Whereas; it is not the legitimate role of the school to offer high school credit for activities which do not take place in the school, and which do not require instruction by certificated teachers, and

Whereas; such activities are more properly the concern of other social agencies,

**BE IT RESOLVED**, that The Alberta Teachers' Association is opposed to any extension of the granting of credits towards a high school diploma for courses or activities taken elsewhere than in school under the instruction of certificated teachers.

C26/59 **BE IT RESOLVED**, that the Department of Education be urged to introduce new courses into the curriculum only after submission to and with the approval of the appropriate curriculum committee or committees.

C27/59 **BE IT RESOLVED**, that The Alberta Teachers' Association offer an annual fellowship in the amount of \$2,400 to a selected student entering the Faculty of



Education, University of Alberta, for post-graduate work beyond the master's level.

**C28/59 BE IT RESOLVED**, that the "whereas" and the first "Be It Resolved" clauses be deleted from policy resolution 2.01.

**C29/59 BE IT RESOLVED**, that the following resolution be substituted for policy resolution 2.05:

**"BE IT RESOLVED**, that head office remit local fees twice yearly, according to receipts from school boards, as at April 30 and November 30, each year, provided that no local fees be remitted until receipt of the local association's annual report form and audited financial statement (due by December 1, each year)."

**C30/59 BE IT RESOLVED**, that policy resolution 2.06 be amended to read:

"Whereas; the president or other executive officer of The Alberta Teachers' Association is required to spend a great deal of time away from his teaching position, and

Whereas; some school boards do not favor such absences, which make it difficult for the president or other executive officer to carry out his official duties and  
**Whereas; there is an extreme shortage of part-time substitute teachers in the rural areas, which tends to make the office of the president available only to teachers of the large urban centres, which is an unhealthy condition for our Association,**

**BE IT RESOLVED**, that the Executive Council be empowered to negotiate agreements with the school board concerned, so that a teacher who is an officer of the Association may be excused from his classroom to perform Association duties under conditions acceptable to both parties."

**C31/59 BE IT RESOLVED**, that policy

resolution 2.07 be amended to read:

"Whereas; the ½ percent deduction from teachers' salaries for the Supplementary Pension Fund was discontinued on March 1, 1956, and

Whereas; the balance of all moneys remaining in the Supplementary Pension Fund has been transferred to the Special Emergency Fund,

**BE IT RESOLVED**, that By-law 6 of the General By-laws of The Alberta Teachers' Association, providing that a special levy may be made on members of The Alberta Teachers' Association, be not invoked until the balance from the Supplementary Pension Fund has been used for a special emergency or emergencies."

**C32/59 BE IT RESOLVED**, that policy resolution 3.02 be deleted from the *ATA Policy Handbook*.

**C33/59 BE IT RESOLVED**, that the following resolution replace policy resolution 3.04:

**"BE IT RESOLVED**, that The Alberta Teachers' Association approve the formation of the Canadian College of Teachers and inform the membership of the Association of the manner in which a teacher may apply for membership in the Canadian College of Teachers, and further

**BE IT RESOLVED**, that The Alberta Teachers' Association recommend to the Canadian College of Teachers that:

- (a) a formula determining the equivalent of a degree in terms of years of teaching experience and professional education be approved for initial membership,
- (b) the necessity of writing a book, holding professional office, serving on a community enterprise, or similar conditions, be deleted from





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the requirements for membership."

**C34/59 BE IT RESOLVED**, that policy resolution 4.01 be amended by:

- (1) substituting the word "be" for the words "should be points in The";
- (2) inserting as clause (4) (b): "to coordinate the work of the other curriculum committees by maintaining an overall view of the school curriculum" and renumbering the present clauses (b) and (c) as clauses (c) and (d);
- (3) deleting the first "The" in clause 6;
- (4) deleting the words "which are planned well in advance" in clause 8(b).

**C35/59 BE IT RESOLVED**, that policy resolution 5.01 be amended by:

- (1) deleting the words "with respect to the good and bad features" in the first "whereas" clause;
- (2) substituting the words "which further" for the words "interested in" in clause (c).

**C36/59 BE IT RESOLVED**, that policy resolution 7.02 be deleted from the *ATA Policy Handbook*.

**C37/59 BE IT RESOLVED**, that policy resolution 8.02 be amended by:

- (1) substituting the word "disapproves" for the words "views with alarm";
- (2) deleting clause (c) in the "whereas" clause;
- (3) deleting the words "inform the Executive Council of the Government of Alberta that The Alberta Teachers' Association" from clause (b) of the "Be It Resolved" clause.

**C38/59 BE IT RESOLVED**, that policy resolution 11.02 be amended by deleting all words after the word "sound".

**C39/59 BE IT RESOLVED**, that policy resolution 11.04 be amended by

inserting after the word "their" in the "whereas" clause the words "pensionable service and part or all of their".

**C40/59 BE IT RESOLVED**, that policy resolution 11.05 be amended by:

- (1) deleting the words "in the future";
- (2) substituting the words "for investigation and report" for the words "to investigate and report on each resolution".

**C41/59 BE IT RESOLVED**, that the following resolution be substituted for policy resolution 12.01:

**"BE IT RESOLVED, that The Alberta Teachers' Association, if possible, in cooperation with the Department of Education and the Faculty of Education, organize inservice education for teachers with the objective of the improvement of instruction."**

**C42/59 BE IT RESOLVED**, that policy resolution 13.01 be deleted from the *ATA Policy Handbook*.

**C43/59 BE IT RESOLVED**, that policy resolution 13.16 be amended to read:

**"BE IT RESOLVED**, that the Executive Council of The Alberta Teachers' Association ask the Minister of Education to review the terms of reference of the Board of Teacher Education and Certification, so that all matters pertaining to certification and education of teachers be considered by the Board prior to action by the Minister of Education or the Faculty of Education."

**C44/59 BE IT RESOLVED**, that policy resolution 13.17 be amended by substituting the words "teacher certification" for the words "a teacher".

**C45/59 BE IT RESOLVED**, that policy resolution 15.01 be amended by:

- (1) deleting the word "off" in clause 9;
- (2) rewording clause 13 to read:



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"Provision for time with full pay for inservice professional education";

- (3) rewording clause 14 to read: "Provision of a maximum for classroom load".

**C46/59 BE IT RESOLVED**, that policy resolution 15.02 be amended by:

- (1) rewording clause (a) to read: "negotiating committees be urged to negotiate for professional salaries for all teachers";
- (2) deleting the word "and" following the word "favour" in clause (c).

**C47/59 BE IT RESOLVED**, that policy resolution 15.05 be amended by substituting the words "the Executive Council" for the word "it" in the second "Be It Resolved" clause.

**C48/59 BE IT RESOLVED**, that policy resolution 16.02 be amended by adding the words "or at any other university whose standards are recognized by the University of Alberta" after the words "University of Alberta".

**C49/59 BE IT RESOLVED**, that policy resolution 17.01 be amended by deleting the words "their professional organization".

**C50/59 BE IT RESOLVED**, that policy resolution 18.01 be amended by inserting the words "in some cases" after the first "Whereas".

**C51/59 BE IT RESOLVED**, that short-term policy resolution S10 be deleted from the *ATA Policy Handbook*.

**C52/59 BE IT RESOLVED**, that short-term policy resolution S18 be deleted from the *ATA Policy Handbook*.

**C53/59 BE IT RESOLVED**, that short-term policy resolution S19 be deleted from the *ATA Policy Handbook*, the deletion to be effective if and when the rate of calculating pensions is set at

two percent and the definition of a normal pension is incorporated in *The Teachers' Retirement Fund Act*.

**C54/59 BE IT RESOLVED**, that short-term policy resolution S22 be amended by substituting the words "five consecutive years" for the words "25 consecutive months".

**C55/59 BE IT RESOLVED**, that short-term policy resolution S25 be amended by deleting the words "provided any additional cost be borne by the Government of the Province of Alberta".

**C56/59 BE IT RESOLVED**, that short-term policy resolution S28 be deleted from the *ATA Policy Handbook*.

**C57/59 BE IT RESOLVED**, that short-term policy resolution S29 be amended by inserting the words "to the Teachers' Retirement Fund that " after the word "contribution".

**C58/59 BE IT RESOLVED**, that short-term policy resolution S38 be deleted from the *ATA Policy Handbook*.

**C59/59 BE IT RESOLVED**, that short-term policy resolution S39 be deleted from the *ATA Policy Handbook*.

**C60/59 BE IT RESOLVED**, that short-term policy resolution S42 be deleted from the *ATA Policy Handbook*.

**C61/59 BE IT RESOLVED**, that short-term policy resolution S43 be deleted from the *ATA Policy Handbook*.

**C62/59 BE IT RESOLVED**, that short-term policy resolution S46 be deleted from the *ATA Policy Handbook*.

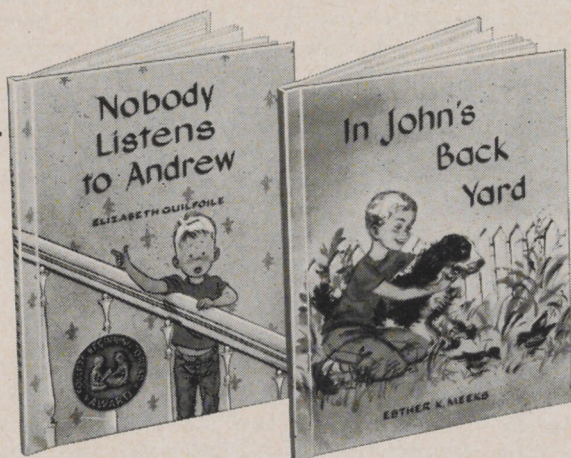
**C63/59 BE IT RESOLVED**, that short-term policy resolution S47 be amended by inserting the word "periodically" after the word "reviewed".



# ***Resolution Referred to the Executive Council by the Annual General Meeting, 1959***

C12/59 Whereas; one of the characteristics of any profession is its possession and use of a body of scientific knowledge established largely by research, and Whereas; the teaching profession will be one of the major beneficiaries of the knowledge accumu-

lating from educational research, **BE IT RESOLVED**, that The Alberta Teachers' Association substantially increase its grants to both the current and capital accounts of the Alberta Advisory Committee on Education Research.



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## NEWS FROM OUR LOCALS

### General secretary is guest speaker

Dr. S. C. T. Clarke was the guest speaker at a recent meeting of the Calmar Sublocal. This was the first opportunity most of the teachers of the Leduc School Division had had to meet Dr. Clarke since his appointment as general secretary and teachers of Devon, Leduc, New Sarepta, and Thorsby attended the meeting. Sublocal President William Stroschein introduced Dr. Clarke who spoke on the subject of the responsibility of teachers' locals. Dr. Clarke referred to the great public interest in education today. One reason that the supply of teachers is not increasing in proportion to the increasing school population, he said, is the large number of dropouts from high school. High school students should be encouraged to complete their matriculation program and enter the teaching profession. Dr. Clarke, who has been doing educational research work in both Canada and the United States, said that both countries have similar teaching problems. One of the biggest is the grouping of pupils. He urged teachers to set up education committees in their sublocals and to improve their own efficiency as teachers.

### Report given on scholarship project

Teachers of the Camrose City Sublocal, at their regular meeting on March 18, were told of the progress made in the project to place information with respect to scholarships in the hands of the city's senior students. President Doug Mattson said that he had visited two of the three city high schools and would visit the other within the week. Special emphasis was being given, he said, to attracting well qualified students into education. Guest at the meeting was S. Hambly, superintendent of the Camrose School

Division, who reported on plans for the institute to be held in May.

### Salary, resolutions discussed at Camrose North

The regular sublocal meeting was held in the Kingman School on March 19 and was conducted by Rodney Thronson in the absence of the president. A report was given by E. Majeski on salary information presented at the regional conference recently held in Hardisty and a short discussion followed. Resolutions for the Annual General Meeting were also discussed. Dennis Dibski and Bennie Lomnes were elected as representatives to the recently formed public relations committee.

### Report on activities at Cold Lake - Grand Centre

The sublocal has met three times since the new year under its new president, Mrs. V. Smith. Mrs. P. McKee was elected to replace Mrs. Smith in the position of vice-president. The matter of awarding pins to students with the highest academic standing in specified grades was assigned to the award committee. May 27 has been set as the date of the 1959 school fair. Members of the sublocal discussed the possibility of joining MSI and the matter is now being studied by the local. The sublocal has indicated to the divisional committee its support of a proposed spring track meet.

### Annual supper meeting held

Over 40 members attended the annual supper meeting of the Correspondence School Branch Local in Robertson United Church Hall on April 6. Vice-president Frank Page conducted the meeting in the absence of President Berthold Figur, presently studying at Stanford Univer-



sity in California. Reports of the Annual General Meeting were given by Councilors Lil Kroker and Olga Tylosky. Mrs. Peggy Jones reported on progress made by the convention committee toward changes in the convention pattern for next year. The feature of the evening was a film showing the highly developed services of the Correspondence School in New Zealand. Pictures of children at work in their homes on sheep stations, of children being brought into schools which they attend for a month, of the devious routes the mail must sometimes take to reach the children, and of the visits of the travelling teacher, were of special interest.

#### Music adjudicator addresses meeting

At the March 12 meeting of the Dickson-Markerville Sublocal, President Lavern Larsen extended a welcome to visitors and to the special guest, Mrs. Carl Olson of Big Bend, who acted as adjudicator for the music festival at Spruce View in February. Mrs. Olson said that she thought the festival was a success and that the great variety in numbers had held the attention of the audience right to the end. She said that the program showed much hard work, patience, and preparation on the part of the teachers. She stressed the need for an auditorium to accommodate the numbers who attend. Mrs. Kay Johnson thanked Mrs. Olson. During the meeting, the teachers of Grades I to VIII exchanged arithmetic tests, and the members also discussed premium rates and the schedule of benefits of an offer made by the Alberta Insurance Company. The program followed a Chinese supper at the home of Mrs. H. A. Craig, who was assisted by Gail Read.

Six teachers from the area took part in the Red Deer divisional bonspiel held at Innisfail on February 28. The Hodgkinson-Johnson team came first and won the trophy and copper bread trays. Second prize of a pickle dish and fork on a copper plate went to the Mewha-Johannson team, and the Kvisle team came third, winning a cup and saucer.

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## Teachers hear talk by optometrist

At their March meeting, teachers of the Irma Sublocal heard a very interesting talk by Mr. Matheson, an Edmonton optometrist. Mr. Matheson suggested classroom problems which are the result of eye defects and told how these defects may be noticed by the alert teacher. He dealt fully with questions asked by the teachers.

## Track meet discussed at Lac la Biche

At the regular local meeting held in the Dr. Swift School on March 13, the main item of discussion was the annual track meet. A committee was appointed to bring definite recommendations to the next meeting on May 1. Other items of business were car insurance and credit unions. Most of the members are in favor of a provincial credit union and more information is to be obtained. A report was made by F. McMillan on behalf of the scholarship committee. Two scholarships of \$50 each will be given to Grade XII students taking further training. H. Zenetza brought the teachers up to date on convention news and invited suggestions for this year's convention.

## Legal reports sublocal officers

Officers for the Legal Sublocal for the current year are: Mrs. M. Zukiwski, president; Sister Majeau, vice-president; and Nell Stack, secretary-treasurer. Mrs. D. V. Devost is inservice training representative; R. Couture, salary policy representative and councillor; J. T. Fink, sports representative; Mrs. L. Ouimet, lunch convener; and Sister Majeau, audio-visual aid coordinator. Regular meetings are held the last Thursday of the month.

## Report given on Banff Conference

Members of the Northeast Calgary Rural Sublocal heard an interesting report on the Banff Conference from Mrs. F. Crawford. Mrs. Crawford, who was a delegate to last year's conference from



the Calgary Rural Local, spoke at the regular sublocal meeting held March 19 at Beiseker.

Value of research stressed at Ponoka

At a recent meeting of the Ponoka Local, it was decided to make the professional information published in *The Alberta Journal of Educational Research* readily available to all teachers by providing copies of the journal for staff room libraries throughout the schools of Ponoka County. The meeting was ad-

dressed by F. J. C. Seymour and J. D. McFetridge of head office on procedures in collective bargaining.

Report made on Provost rally

The winter rally of the Provost Local was held in Provost on February 28. Guests in attendance were Dr. John Macdonald of the Faculty of Education, Dr. S. C. T. Clarke and E. J. Ingram of head office, and District Representative Jean Saville of Hardisty. Local President Gladys Siebrasse directed a short busi-

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ness meeting and then introduced Dr. Clarke who spoke on developments in the profession. Mr. Ingram then spoke on public relations. Both talks were informative and well received. The Provost Sublocal entertained about 80 guests at a banquet. They included Mr. S. Watson, Mr. and Mrs. N. Charlton, and Mr. and Mrs. Cochrane representing the school boards, and Superintendent and Mrs. R. W. McCormick. Mr. Ingram introduced Dr. Macdonald who compared the Alberta education system with that of Scotland.

### Report from Ryley

The Ryley Sublocal has engaged in a number of varied activities this term. Early in the year, a combined oral and illustrated report was given by the primary teachers on the needs, aims, and methods of reading in the primary grades. A very successful parents' day was held before Christmas. It took the form of a Christmas tea and provided opportunity for parent-teacher inter-

views. One day during Education Week parents visited classrooms while classes were in session. They saw a gymnastic class tumbling and a home economics class serving coffee. Ryley was the setting this year for the annual Beaver County ATA curling bonspiel. Ryley entered two of the ten competing rinks. Future plans for academic, public relations, and sports discussions promise continued interest and effort of the group.

### Credit unions, conventions discussed

At the regular meeting of the Stony Plain-Spruce Grove-Winterburn Sublocal on March 17, members discussed the establishment of a credit union. Councilor A. Stecyk reported on the last local meeting and motions resulted regarding convention committee delegates and the setting up of a nominating committee for the local executive at the convention meeting. Policies regarding salary negotiations for the current year were also discussed.



# QUEEN'S UNIVERSITY

AT KINGSTON, ONTARIO

## CORRESPONDENCE COURSES

Students will register for the spring term of correspondence courses not later than April 10th, and for the fall term by September 17th.

### SUMMER SCHOOL

July 6th to August 14th, 1959.

**A BACHELOR OF ARTS DEGREE (General)** may be obtained through correspondence and Summer School courses. Up to four courses may be taken in one year. Attendance requirements may be completed at four Summer Schools.

**CORRESPONDENCE COURSES** may be completed in English, Latin, French, Spanish, German, Commerce, Economics, Politics, Philosophy, Psychology, History, Drama, Mathematics and Religion.

**SUMMER SCHOOL** credit courses are given in Art, Astronomy, Biology, Classics, Drama, Economics, English, French, Geography, Geology, German, History, Mathematics, Music, Philosophy, Psychology, Physics, Religion and Spanish.

Write:

**DEPARTMENT OF EXTENSION**



## TEACHERS WANTED

The Edmonton Separate School Board invites applications from teachers for the term commencing September, 1959.

### Salary

Single—

Minimum \$2,700, Maximum \$8,000

Married—

Minimum \$3,125, Maximum \$8,425

Bonus for outside experience—\$100 per year to maximum of \$1,000

Additional bonuses for principals and vice-principals

Applications may be made immediately. Appointing of 1959-60 teaching personnel now in progress.

Apply to

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## Notice Regarding Refund of Pension Contributions

Forms for use in applying for refunds of contributions may be obtained from the office of the Board of Administrators, Teachers' Retirement Fund, 9929 - 103 Street, Edmonton.

According to a regulation of the Board of Administrators, effective since July 1, 1954, applications for refund are placed on file until four months after August 31, if the teacher taught to the end of the school year, or until four months after the date of the last contribution, if the teacher withdrew from teaching during the school year. This regulation is necessary for the following reasons:

1. It provides protection for the teachers who have resigned in June or July, with no intention of returning to teaching, but who change their plans and return to teaching within a few months. A teacher who accepts a refund of contributions, relinquishes all accrued benefits in the Fund.
2. All contributions must be received and posted before the refund payment can be made.
3. The regulation helps to avoid unnecessary cost in office administration.

**Board of Administrators  
Teachers' Retirement Fund**



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## BELL & HOWELL

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For Details, Apply To:

Division of Visual Instruction

Department of Extension

University of Alberta

Edmonton, Alberta

### University of Alberta Evening Credit Program 1959-60

#### Tentative List of Centres and Courses

EDMONTON: Accounting 1; Art 35; Business Administration 56; Economics 1, 63; Education 306, 376, 492, 559, 561, 570; English 2, 54, 69; French 50; Geography 51; Geology 1; History 10, 54; Mathematics 43, 47; Philosophy 54; Political Science 54; Sociology 40, 56.

CALGARY: Botany 1a, 1b; Education 310, 492; English 52; History 8.

CAMROSE: Education 492.

HOLDEN: History 10.

LETHBRIDGE: Education 308.

RED DEER: History 62.

VEGREVILLE: Political Science 54.

WESTLOCK: Political Science 54.

WETASKIWIN: English 2; Philosophy 40.

#### ANNOUNCEMENT:

Available June 1 from the Registrar, University of Alberta, Edmonton.

**REGISTRATION DEADLINE:**  
September 10, 1959.

## MEDICINE HAT

### School District No. 76

There will be vacancies on the staff of the Medicine Hat City Schools for the coming year for teachers of—

- High School
- Junior High School
- Elementary School
- Opportunity Class

Commencing salaries range  
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(Salary Schedule under negotiation)

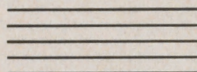
Application form and copy of salary schedule will be forwarded upon request to—

**G. H. DAVISON**

Secretary-Treasurer

Medicine Hat School District No. 76  
Box 189, Medicine Hat

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# *Teachers Awarded Life Memberships, 1958*

<b>Name</b>	<b>District, Division or County</b>	<b>Address</b>	<b>Years of service in Alberta</b>
Robert H. Anderson	Athabasca S.D. 42	Edmonton	31.9
Mary F. Barby	Medicine Hat S.D. 4	Edmonton	31
Miriam B. Bowman	Edmonton S.D. 7	Edmonton	34.2
Lillian M. Cook	Edmonton S.D. 7	Edmonton	37.3
J. Alvin Davies	Edmonton S.D. 7	Edmonton	35
*Patrick Gale	Clover Bar S.D. 13	Edmonton	21
Percy Griffiths	Wetaskiwin Co. 10	Millet	30
Signe Hanson	Ponoka Co. 3	Hoadley	29
G. N. Hosking	Vegreville S.D. 19	Brocket	33.5
Jewell E. McCallum	Calgary S.D. 19	Calgary	39
Frank G. McCoy	Edmonton S.D. 7	Edmonton	38.6
E. S. MacGregor	Calgary S.D. 19	Calgary	44
Mary S. MacGregor	Edmonton S.D. 7	Victoria, B.C.	40.1
Willo J. MacLeod	Three Hills S.D. 60	Alberni, B.C.	23
*A. B. McKim	Edmonton S.D. 7	Edmonton	38.2
*Donald MacPherson	Crowsnest Cons. S.D. 78	Port Alice, B.C.	36
Christena Manser	Edmonton S.D. 7	Edmonton	36.9
Lillie M. Perkins	Calgary S.D. 19	Calgary	46.8
Charles F. Reilly	Calgary Sep. S.D. 1	Calgary	26.2
Elyne J. Roberts	High Prairie S.D. 48	Edmonton	28
Laura L. Roy	Lethbridge Sep. S.D. 9	Lethbridge	43.6
Jessica M. Scott	Calgary S.D. 19	Calgary	35.8
Louise V. Simpson	Drumheller S.D. 2472	Northport, N.S.	27.8
Ethel B. Suitor	Calgary S.D. 19	Calgary	41.2
Harold E. Tanner	Edmonton S.D. 7	Edmonton	39.2
Helen B. Wates	Edmonton S.D. 7	Edmonton	37
*James O. Williamson	Medicine Hat S.D. 76	Medicine Hat	26.5
Mary C. Willison	Calgary S.D. 19	Calgary	27.2
Donald A. Winter	Red Deer S.D. 35	Red Deer	23
Sister Aime	St. Paul S.D. 45	Lafond	34
Sister Mary Edwin	Edmonton Sep. S.D. 7	Vancouver, B.C.	41

*\*Awarded posthumously*



## Calgary Separate School Board

Requires

for September 1, 1959

- elementary, junior high and senior high teachers
- one senior high and one junior high Industrial Arts
- one junior high Home Economics
- one physical education supervisor

Roman Catholics

City of Calgary schedule

Apply

**SUPERINTENDENT**

**1347 - 12th Ave. S.W.**

**CALGARY**

## Calgary School Board REQUIRES TEACHERS

Applications are now being received for the 1959-60 school year. Positions at every level will be available, including specialists in unit shop, commercial and physical education.

Application forms may be  
obtained from

**R. WARREN**

**Superintendent of Schools,  
c/o McDougall School,  
Calgary, Alberta.**

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## Jim Dodds'

11th annual

## BLUENOSE SPECIAL

Leaves Edmonton July 11, travelling CNR to the Maritimes. Arrives back August 11. Special LOW rates cover berth, fare, meals, tips and side trips on this fun-packed sleeping car train.

Reservations should be made early.

Get details from your CNR agent or write:

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## ACCOMMODATION FOR SUMMER SCHOOL STUDENTS

on the University Campus

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**ST. STEPHEN'S COLLEGE  
EDMONTON, ALBERTA**



# ATA Golf Tournament

The fourth annual ATA Golf Tournament will be held at the Red Deer Golf Club on Farmers' Day, June 12, 1959. A competition for lady teachers and wives of ATA golfers will be held for the first time. It is hoped that the Red Deer tournament will attract a large number of entrants and that many of our lady golfers will attend.

Teeing-off time will be 11 a.m. Several prizes will be offered. The entrance fee of \$5 will cover green fees and a dinner in the evening.

The executive for the tournament is:

Bill Montgomery, president; Bob McNaught, first vice-president; Clarence Richards, second vice-president; Joe McCallum, secretary-treasurer; W. Roy Eyres, tournament captain; and Robert Albrecht, Yngvar Fadum, George Lewis, and Joe Welsh, executive members.

Here is a chance to golf with your friends. If you wish to enter, send your name and address with a deposit of \$1 to Joe McCallum, 10445 - 133 Street, Edmonton, by June 1. Let's make this a successful event and enjoy the Farmers' Day holiday.

## ***Notice Regarding Application for Pension by Retiring Teachers***

The Board of Administrators, Teachers' Retirement Fund, wishes to remind all retiring teachers that pensions do not begin automatically, and that it is necessary for them to make application.

*The Teachers' Retirement Fund Act* has been amended to provide pensions of two percent of average salary for each year of pensionable service. The new regulation becomes effective **July 1, 1959**.

All teachers who plan to retire as at June 30, 1959, are urged to contact the Board as soon as possible **after July 1, 1959** so that the granting of their pensions will not be delayed. Applications filed before July 1, 1959 will be considered under the old regulation. Formal application for pension must be filed in the office **before September 1, 1959** if pension is to begin as of September 1 (see 9[f]). The application forms may be obtained from the office of the Board of Administrators, Teachers' Retirement Fund, 9929 - 103 Street, Edmonton.

**Board of Administrators  
Teachers' Retirement Fund**

### **By-Law No. 1 of 1948**

- 9(a) Any teacher who retires from teaching service upon or after attaining the age of 60 years and who has completed not less than 15 years of pensionable service, shall be paid a normal pension out of the Fund upon his written application to the Board.
- (f) Unless otherwise ordered by the Board, a pension shall commence on the first day of the month next following the receipt by the Board of the application unless salary as a teacher is then currently accruing to the applicant in which case it shall commence on the first day of the month next following cessation thereof; and shall accrue and be paid monthly in equal installments on the last day of each month.



# ATA Scholarships and Loans

Eleven scholarships in the amount of \$500 each are offered annually by The Alberta Teachers' Association to education students. Three are offered to students who have completed the bachelor of education degree and are proceeding to postgraduate work, four to intramural students proceeding from the third to the fourth year of the bachelor of education program, and four to teachers in the field who hold a permanent teaching certificate and have completed three years of teacher education. With the exception of the first three, the scholarships are tenable only at the Faculty of Education, University of Alberta. Further information and application forms are available from head office. Completed applications must be filed with the general secretary on or before May 15.

Loans under the Association's professional assistance program are available to a maximum of \$800 to teachers who hold a permanent teaching certificate, for the purpose of their continuing professional education at regular winter

university sessions. Teachers may attend the University of Alberta or any other university whose standards are recognized by the University of Alberta. Loans are made interest free. Regulations require that at least \$200 be repaid the first year in regular monthly instalments, with the balance payable according to terms agreed upon at the time of the loan. Application forms are available from head office and should be completed by May 15.

## NOTICE

### SUMMER SESSION STUDENTS

Pre-session essays typed by experienced stenographer. Isobel Thomas, Telephone Bus. GA 2-5628, Res. GE 3-1137.

A commercial teacher is required for the high school grades. Application forms and salary schedule will be supplied upon request.

Apply to —

SECRETARY-TREASURER  
ST. LOUIS SEPARATE  
SCHOOL DISTRICT No. 21  
MEDICINE HAT, ALBERTA

## Notice Regarding Eligibility for Refund under Section 7, By-law No. 1 of 1948

A recent amendment to Section 7 of By-law No. 1 of 1948 of *The Teachers' Retirement Fund Act* permits teachers who began contributing to the Teachers' Retirement Fund **after age 50**, and who are not eligible to receive a retirement allowance at retirement age, to obtain refunds of all contributions and interest to their credit in the Fund, upon application from year to year although continuing in teaching service, or upon withdrawal from teaching without application. Application for refund may be made once each year.

Forms for applying for refund under Section 7 of By-law No. 1 of 1948 may be obtained from the office of the Board of Administrators, Teachers' Retirement Fund, 9929 - 103 Street, Edmonton.

**Board of Administrators  
Teachers' Retirement Fund**



# Trends in American Education

This report will give your general secretary's impressions of some trends in education in the United States, obtained from attending the annual conference of the Association for Supervision and Curriculum Development in March. Some 2,300 leaders in the areas of supervision and curriculum met in Cincinnati to study curriculum improvement. My first impression is that the major problems of American educationists are the same as ours. What we call "underachievement" they call "underdeveloped capacity to learn". They talk of the "second round of grouping" to take care of individual differences, meaning that the first round of grouping occurred in the 1920's and the present practices constitute a second round. They are interested in a solid program of research to increase the scientific knowledge on which education is based. They too are interested in revamping the total mathematics program. It will be possible to describe in detail only two of these major trends. One is the probable effect of public pressure on education, and the other is the attack on the self-contained classroom.

Dr. Harold Hand of the University of Illinois made a very impressive statement on "reversion to the status quo". He noted that the schools are under attack. He argued that since Sputnik the American public is justifiably alarmed. He claimed that the correct cause of America lagging behind Russia is that expenditure on pure research was opposed by high officials of the defence department and so the start of missiles was made nine years late. However, Hand said, a scapegoat was sought and *Newsweek*, *Life*, and *Reader's Digest* all blamed the American schools. Parenthetically, he noted that schools have all the required conditions for a public scapegoat in that they are present in every community, they are relatively defenceless, and they have imperfections.

Hand stated that public pressure is forcing two unworkable practices on the schools. The first is a single rigorous standard of achievement at each grade level, the second, a requirement that all high school students take the standard academic subjects. Hand documented the view that either of these practices, if effected, will cause reversion to the status quo, since neither will work.



Two other examples are of a different nature. These involve public pressure to abandon currently used procedures. The first is to abolish the problem-centred approach and the second is to abandon bringing students' problems into the classroom. Again Hand indicated that if forced to abandon these desirable practices the schools would in time revert to the status quo.

A second recent development in education in the United States is the attack on the self-contained classroom in the elementary school. This is being spearheaded by the Ford Foundation Manpower Utilization Studies. These plans are designed to alleviate teacher shortage by reallocation of existing manpower.

Robert Anderson of Harvard University claimed that some 200 schools involving hundreds of classrooms are trying out a number of different procedures. The fundamental point in common is the abandonment of the concept of one teacher to one group of 25 pupils for the school year. In some systems, 75 pupils are in charge of three teachers, and on some occasions one teacher is working with the total group while the other two are performing other duties, while on other occasions all three teachers are in the total group. For some of the time there is one teacher per group. Other systems are trying departmentalized schemes not dissimilar to our own arrangement in the junior and senior high school. Along with these innovations go audio-visual "listening centres" at which groups of students can use earphones to listen to taped lesson material while they work on correlated paper and pencil exercises. Another concomitant of such procedures is increased clerical and other sorts of help for teachers. Anderson claimed that children like the above procedures but that many teachers have great difficulty in dropping the attitude "my children" in favor of "our children".

These are two trends in education in the United States. The one is public pressure on the schools, in some instances to try unworkable procedures and in others to abandon sound procedures. The second trend is the attack on the self-contained elementary classroom. Hand says either will force future reversion to the status quo. Beyond that, the problems of grouping, streaming, giftedness, and curriculum found in education in the United States are very similar to our own.

*Stanley Clarke*





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